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MENORANDUM FOR:	Director of Central Intelligence
VIA ;	Deputy Director for Administration
FROM :	F. W. M. Janney Director of Personnel
SUBJECT :	
1. (U) Acto your request	of 15 May 1978 to provide you with a very brief rundown
Assistant Profes with the Agency before his retire	holds B.A. and M.A. degrees in studied at the Ph.D. level in this field. He served the U.S. Army (1943-46) and from 1946-51 he was an sor of History at Dickinson College. He entered on duty in September 1951 as a GS-09 and reached the GS-14 level ement in June 1973. At the time of his retirement, he the DIX/Western Hemisphere Division. He received the mace Medal.
4. (U) In a we have attached a General Counsel.	the event you wish to read further on this subject, papers furnished us by the Office of
	Secretary of the second secretary of the second
	F. W. M. Japney

Attachaent

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MEMORANDUM FOR: Director of Personnel

FROM: Director of Central Intelligence

SUBJECT: Joseph Burkholder Smith.

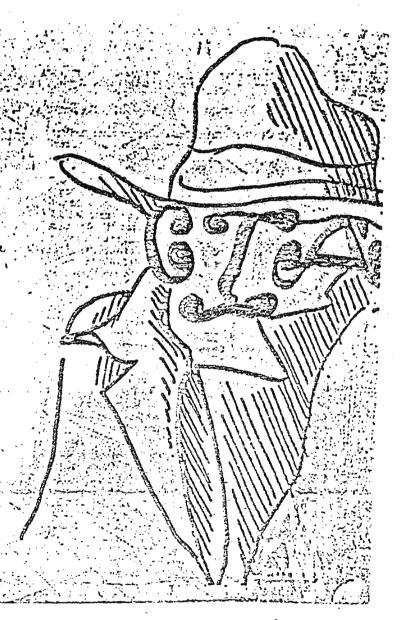
Could you give me a very brief rundown on who Joseph Burkholder Smith is, the one who just had an article in <u>The Washington Post</u> on Sunday. He apparently retired in 1973.

STANSFIELD TURNER

ARTICLE APPEARED
ON PAGE \_D-4

THE WASHINGTON POST 14 May 1978





COMPINUED

### By Joseph Burkholder Smith

WENTY-FIFTH college reunious are great occasions it for letting the world know how well you've done, and mins was no exception. All my old classifies, it seemed, had become axistant secretaries of state or vice presidents of General Motors or had acquired some equally impressive title. So it was a little embarrassing when they'd ask me, what I was up to.

Not that I hadn't done well myself — I was at the time fairly high up in the Central Intelligence Agency. But I wasn't allowed to say that, so when they saked, I had to mumble something vague about being a civilian employee at Patrick Air Force base, an excuse that I could tell conjured up images of genteel failure (too much drinking perhaps) in the people who heard it.

"Not being able to impress my old classifies was a small wound, but it symbolizes an important problem for GIA agents. We live in a society where loss of people plan their lives so as to accumulate the greatest possible number of credentials of the sort that will wow their peers at reunions and similar moments. These credentials give many Americans a sense of identity and of security CIA people are by no means immune to the desire to impress people with credentials, but their jobs are directly at odds with that urgo. In that way and several others, we in the CIA have been deprived of the normal ego support of the American with their absence from our lives has bad sanething to do with how our agency has (and hasn't done) is job.

It wasn't just our status among our peers that suffered as a result of our work. Normal family life was a victim too, The CIA's Clandesine Services division has for years had the highest divorce rate of any organization in the government Part of the reason is that recruits of my generation of clandesine operators were instructed never to tell their wives what they were really doing. Just say his a question of national accurity," they told us when we had to take one of our frequent absences from home.

Of course, many men also discovered quickly what an improvement that line was over the old "working late at the office" routine and took advantage of it. Still most of the marital problems came not from philabering but from the inapportantiar, bitter toll that living under cover takes on people. Officers with good marriages might tell their wives in general terms what kind of work keeps them out at night, but they have to inist that the wives give to hint. The first thing a CIA wife learn is never to atk another woman what her husband does, for feer sho will be unked the same question.

CIA wives also have to foin their historic in hereing their children in the dark. When schools have programs in which the hids fathers tell their classes about their fracting ling work sho has to help invent reasons why her child can't volunteer his father's participation. When the sen wants to wish his father's office, the way his friends did she must try to case his terrible feeling of rejection whom his father tells.

him no. This kind of travail makes many women wonder if it's worth the effort.

### Talking to Yourselves

If FACIA AGENT is stationed in Washington, he has to get it used to being asked at every party, by every stranger he meets, "What do you do?" Personal quaines like kindness, good temper, or intelligence—even good looks and money—mean nothing in the nation's capital compared with where one stands in the pecking order. A CIA couple who maintain their cover are quickly "selected out" of any party they go to and end up in a corner talking to themselves.

CIA wives, particularly, feel this instant social failure deeply and resent it. Until the women's movement, most women were raised to change their ambitions toward theorems of party-giving and cooking. When married to a CIA agent, they fell they were denied these things because of their husbands work, and their marriages got into mouble.

When GIA families go abroad they find their lives even more disrupted by status anxieties. The Americas official community, centered at the embassy, spends more time and effort than the Soviet KGB trying to discover who are the CIA families. If a CIA officer is assigned to the embassy under the guise of being in the Foreign Service, the U.S. Information Service, or the Agency for international Development, the real employer of those organizations forret the CIA agents out and then take pains to treat them as second-class citizens. The government employers who are "legithmate" embassy personnel don't speak to them at all. If they arrive at the embassy under deep cover, with no false identity, then not even the other CIA personnel speak to them.

The game of uncovering the CIA people is made simple for the "legitimate" embassy personnel by a number of means. The State Department would let CIA agents call themselves, as a cover, Foreign Service Officers they have to say they're "Foreign Service Reserve" or "Foreign Service Staff" officers. Heal FSSs, as they're called, are fairly low-level and real FSSs are never in political join, so the, CIA's people—listed as FSS or FSR "political officers"—are obvices to one and all.

In the same status-preserving spirit, the State Department used to publish an annual Biographic hegister, a who's who of the Foreign Service that included information on degrees, jobs, and murky pasts it was at until 1973 and the murk deep of several CIA agents that State made the Ricking Coul. Register a characted document.

### Envy, Jenlousy, and Distrust .

HERE ARE accord ways to deal with the problem of a credebutia. One is to rise above the wors of small karelety. Another is to learn to lough them off, even if they are painful, linfomunately, however, a more common way of handling the trade-off between your cover and your status is to give up some of the first to get more of the according foreign capitals CIA agents often have been so anatoms for the native and the diplomatic community to consider them.

important that they've made their secret jobs obvious —
which has not only brought them easy, jealousy, and distrust, but has made it very hard for them to do thoir job of
intelligence-gathering property.

"Do you know that CIA people are paid double calaries to serve abroad?" the new political officer in Singapore said to me when I showed him and has family around the Singapore Swimming Club on the Sunday after he arrived. "They get paid twice as much as you or I do. They get paid for their cover jobs and then paid again for their handy-panky work. That's why they live better than we do."

I felt flattered that I was helding my cover well enough to be told his secret, and I only wished what he was saying were true.

But it was an impression that was understandable, if erroneous. CIA officers did serve in covers that were lower in rank than their real jobs, and, both on the job and off, they didn't live lives consistent with the rank they were pretending to have. For reasons of their jobs, agents cultivate contacts in the local government and other diplomatic missions. In circles far higher than people of their cover rank ever have a chance to meet. And they lesist on renting the kind of houses to which their CIA rank entitles them, as well as demanding and receiving a lot of special perpublicat.

. My new friend was wroce about the double salaries, but all the CIA officers he had seen abroad would certainly have given him the impression that he had about that raise of compensation.

In particular, most CIA station chiefs are not content to live in quarters much less grand than the ambassador's official residence. In many countries, this makerisenso—the CIA has liaison responsibilities that are officially recognized by the ambassador and the State Department. But this is not appreciated by the lower-level emoleyers of the embassy, if it's told to them at all. Resembnent of the chief of station's life style bubbles in.

In the past, many chiefs of state made no attempt to hide their preference for dealing with the CIA station chief rather than, the ambaseder—tomether because they owed a great debt to the CIA which may have stolen the election for them or financed the coup that put them in power. In any case, CIA station chiefs have always felt they could not entertain these own in hovels. It would be detribened to the preside and interest of the United States, they are in they did not have the rank and accomponents of the foreigness with when they deat. One station chief it has seved many a CIA official well in regard to his housing.

First's Stepp. In the book "Decret Interval," gives a vivid account of the perpeture account personnel callyed in Vietnam. They had their own book club, swimming peel, and cars in the 1668 in Asia it was entomary for CIA officers to have chauffeurs, too on the rationals that you needed somebody around to guard CIA our against footing. Since the cars were government property, the gas and oil

and maintenance costs, as well as the chauffeur, were paid for out of the station's housekeeping funds. People who were listed as lowly attaches were often seen driving around in his unmarked, chauffeured cars, which drove the Foreign Service Officers into frences of envy.

"We'll Entertain Ourselves".

VEN WORSE, perhaps, than using perquisites to fend in off the panes of status and ety is CIA people's tendency to huddle together. If the rest of the world thought we were nondescript Army officers and the like, well, we knew who was and wam't who and could play the game with each other. The cither embassy personnel won't invite us to their parties? We're too low on the diplomatic list to get invited to the important functions given by other embassics and by officials of the local government? We'll entertain ourselves, ficials of the local government? We'll entertain ourselves, which after all is a breach of nearly every tenet of good security, but they fall more often than they succeed.

In the days when our national purpose was more clearly defined, when we would in the words of John F. Kennedy, pay any price and bear any burden in defense of the free world, it didn't matter so much if the cover of CIA personnel was a little thin. In some countries, the prestige of the agency was even higher than it was at home, enormously higher than it has been at home for the last three years. In the Philippines in the late 1800s, the CIA was so well requeded that members of the Army Counter Intelligence Corps used to try to recruit Philippines by passing themselves off as CIA agents. Today, the open life style of a station chief can lead to his death, as it did for Richard Weich in Athens.

Welch was killed by the gun of an anti-American assassin, but the gun was put into the assassin's hand by all the defense against the difference of covert life that I've described. Welch lived in a house inherited from past station chiefs, everyone in the embassy know his true position, and his blography appeared in the Biographic Register, which could be found in any library.

After Wetch died the register was merchilly classified, but that doesn't mean an end to the problem. CIA personnel will always feel a strain from having to pretend to be much less successful than they featly are—even if they love their work and believe in it deeply, they'll still feel panes. That's homan nature, and while we ought to curb the obviousness of CIA agents' identities, to some extent we've just got to deel with it.

On way to do that is to treat CIA agents sympathetically. These are obviously people who have sacrificed something to work for the agency, and who depend to an inordinate extent on having studie relationships with their co workers, since they can't have stable relationships with anyone etc. The main thing is an agent's life — practically the only thing, for many — Is how he's treated at Langley, where he stands there.

CONTINUED



CIA Director Adm. Stansfield Turner. 372

So when Adm. Stanffeld Turner quickly fired 820 Clandratine Services officers last year, my initial approval frome of these fired, I thought, must have been the people who reads not decide to leave the CIA in 1673 gave way to misple logs. It's true that the greatest physical hazard many spooks have ever faced in the danger of chotting on the jit of the olive in their martinis flut the greatest hazard we all face in ble to not physical danger, it's having something eat away at our soul. No one has to be a clandratine operator, of course, but once he is, he is deprived of the normal means of sustaining his self-image that prevails in our society.

I don't mean Turner should have kept on incompetents. But I'm sure that after those its firings everybody else at Langley felt bitter and frightened. These are not, after all, propie who have anything else to full back on, and they need a lot of support from their organization. Turner has to uso these people, and if he wants to uso them effectively he cought to find a way of letting some go while mixing the rest

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4 September 1973

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As you bring to a close your active career of service to your country, I want to join your friends and co-workers in wishing you well and hoping that your full your retirement filled with enjoyment and satisfaction.

It takes the conscientious efforts of many people to do the important work of this Agency. You leave with the knowledge that you have personally contributed to our success in carrying out our mission. Your faithful and loyal support has measured up to the high ideals and traditions of the Federal servico.

May I express to you my appreciation and extend my best wishes for the years ahead.

Sincerely,

/5/ W. E. Colby.

W. E. Colby Director

Distribution:

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## SUMMARY OF AGENCY EMPLOYMENT

September 1951 to January 1954 - Began employment with the Department of the Army as a Civil Service

employee in grade GS-11, assigned to the Pentagon in Washington, D.C.

as a research analyst of economics

and political affairs concerning

Korea. Because of my wartime

experience and some post war grad-

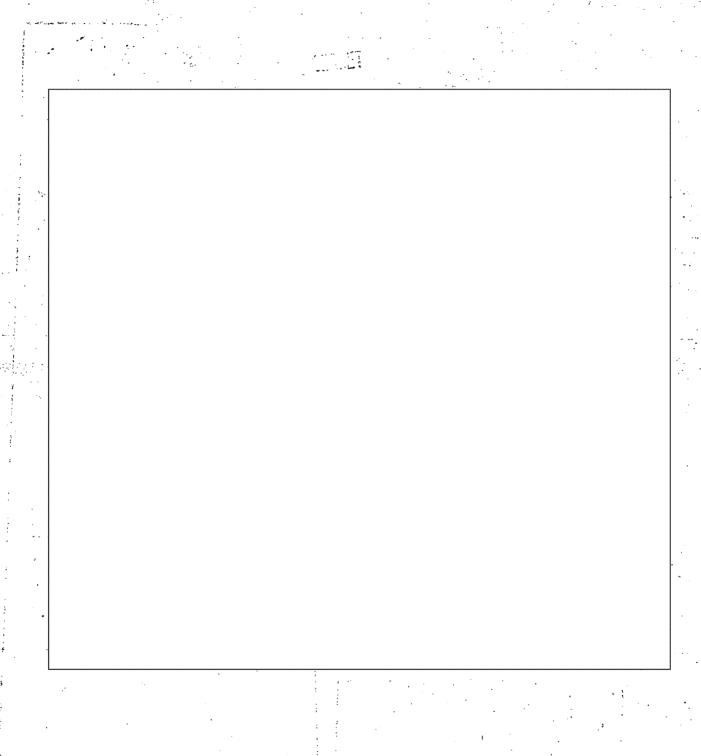
uate work on Korea, I was contacted

by the Army for this position during

the Korean War,

January 1954 to August 1956

- In 1954 I applied for employment with the United States Information Service as an Information Officer with the Grade of Foreign Service Staff S. I served on the U.S.I.S. Mission in the Far East area. My duties included design execution and supervision of the U.S.I.S. media operations in the Far East. Also I was special liaison representative with the British Information Officer for the British High Commissioner for that area.



(93)

SUMMARY OF AGENCY EMPLOYMENT,	(Cont'd)
CONCUR:	
ccs	DATE
CI Stair	DATE 25, 1973
APPROVED:	4/49/13
Office of Security	DATE

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F. . .

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16 April 1973

MEMORANDUM FOR: Chief, Wil Division

THROUGH

Deputy Director for Operations

SUBJECT

Carcor Intelligence Medal for

1. The Honor and Merit Awards Board is pleased to notify you that the Careor Intelligence Modal has been approved in recognition of \_\_\_\_\_\_\_ contributions to this Agency. You are requested to inform him of the award and of the security provisions governing it as set forth in the attached memorandum from the Office of Security.

2. When returns to Washington, please notify the Executive Secretary, Honor and Merit Awards Board, extension 3645, room 412, Magazine Building, so that presentation arrangements may be made.

Recorder

Honor and Merit Awards Board

Att

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17 June 1968

MEMORANDUM FOR:	Chairman, Claudestine Services Career Service Board (Panel A)
SUBJECT :	- Recommendation for Promotion from GS-14 to GS-15

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AUG S S 1869

	MEMORANDUM FOR:	Director of Training
	SUBJECT:	Statement of Appreciation -
	1. We wish	to take this means and opportunity to and for the record the appreciation of the
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3. The enthusiastic reception and endorsement of these two courses, the quality attendance by Division officers, and the participation by senior Division officers as speakers, attest to the need for new courses and the success of these endeavors.

4. Those of us who had the opportunity to work closely with \_\_\_\_\_\_ learned to appreciate his vitality, flexibility and personal commitment to the success of these training innovations. The contribution they have already made, and will continue to make, to the Agency's training program are testimony to the role that he played in devising and implementing them.

CA-68-904

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5. I suggest that you forward this 10 so that it may be made a part of personnel record.	etter to Chief, WH permanent

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MEMORANDUM FOR:

VIA

Director of Training

SUBJECT

Noxt Assignment

- 1. We wish to advise you that the Clandestine Services Career Service approves your next assignment to WII Division upon completion of your current tour with the Office of Training.
- 2. The Clandestine Services appreciates your excellent performance in your current assignment and wishes you continuing success.

DDP/6P



1 6 AUG 1967

MEMORANDUM FOR :

Director of Training

Room 810

1000 Glebo Road

SUBJECT

4. 4.

Training of Military Officers in Covert Psychological Warfare

Techniques

1. In response to my request of 2 May 1967 your Office did an extremely fine job in organizing and conducting the training course for the military officers who will be going to Saigon to work with Agency personnel in psychological warfare. Special note should be taken of the efforts of of your Office, who organized the course and provided not only the impetus for the program but also the catalysis for a very enthusiastic response from the students.

- 2. The group of trainees have been requested to provide a critique of the course after they have settled into their jobs in Salgon in order to determine how well the course material fitted their assignments. We will forward copies of these critiques as they become available.
- 3. Again let me express my appreciation for your very effective support.

Douglas S. Blaukirb Chief, Victium Operations

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BARTER PURISTER SEE CALLERS

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14)

	EMPLOYEE NOTICE OF RESIGNATION	
I RESIGN FFFECTIVE	FOR THE FOLLOWING REASON:	
	(Pe)+)	
		,
MY LAST WORKING DAY WILL	BE DATE BIENCO 5	
FORWARD COMMUNICATIONS.	INCLUDING SALARY CHECKS AND BONDS, 10	. State)
	INSTRUCTIONS	
Items 1 thru 7	The initiating office should fill in each of the referenced i	tems.
and -	Items 3 thru 7 and 9 thru, 18 require information which pertail	no only
Items 9 thru 18a	to the action requested, and NOT to the current status of the	em=
	ployee unless specific items remain unchanged.	.:
Item 5 -	"Category of Employment" should show one of the following entr	rics:
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- The original only of this form will be forwarded to the Office of Personnel through the appropriate Career Service official(s). In the case of requests specified in HB 20-800-1, which require advance approval of or notification to the Office of Security or the Office of the Comptroller, one copy only will be sent to the Office(s) concerned.

\_ SECTET REQUEST FOR PERSONNEL ACTION 25 August 1961 1. LIBIAL NUMBER | 2. HAME (Last-Piret-Middle) D. RATURE OF PERSONNEL ACTION A. EFFICTIVE DATE BEQUESTED 9. CATEGORY OF EMPLOYMENT REASSIGNMENT REGULAR 0. LEGAL AUTHORITY (Completed by (Office of Personnel) SOST CENTER NO. CHARGE. 9 10 CF . FUNDS 2235-1000-1000 CF 19 CF CF TO 4 TO. LOCATION OF OFFICIAL STATION S. ORGANIZATIONAL DESIGNATIONS . DDP WII BRANCH 1 WAZHINGTON, D. C. II. POSITION TITLE 134 PER CONTROL NO. DESIGNATION D. OPS OFFICER (D) 14. CLASSIFICATION SCHEDULE (GS, LIT, 41c.) 13. OCCUPATIONAL SERIES 111/15 0135.01 (From: DDP/WH/1/Venezuels Sec/459/D.C.) Staffling complement change. decorded by  $G_{-}^{*}\partial D$ 1430 35, 477, PREFERENCE 16. 1804, COMP. CATE 177, 10%5, COMP. 1971 52473 141 DATA Fundamental contractions PF n mis héryrous symmt? C n mis jarry sh ghibales C w house se stéllige (jiets fram 12 mgs T n beste sh stéllig (jiets tran 12 mgs T n beste sh stéllig (mgs tran 12 mgs - H - 101

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There is o	n file in the Casualty Aff	airs Branch, Ben	efits and Casualty	
Division, C	Office of Personnel, an O	fficial Disability	Claim File on the	
above nam	ed employee (or his depe	: endent*) for an ill	ness, injury, or	
death incu	red on 16 5 50	July 198	5-	
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This notice	should be filed in the e	mployee's Official	Personnel Folder	
as a perma	ment cross-reference to	the Official Disal	oility Claim File.	
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SECRET DD/P PERSONNE' DATA CHEET NAME: AGE: 3 FEB 1958 I'H IMAIC! CAREER AND DUTTES: OPS OFF (PP) DD/P UNIT: FE DESIGNATION: DP REASSIGNMENT BF-3369 GS-14 PRESENT GRADE: GS-13 PRESENT T/O SLOT PROPOSED GRADE: GS-13 NUMBER AND GRADE: CIA TRAINING: ORIENT, BASIC & ADVANCED PSYCH. WARFARE SEMINAR, F&S BRIEFING, BOC, PROP BFF-710 GS-14 PROPOSED T/O SLOT CPO, OC. NUMBER AND GRADE: EDUCATION: 1943 HARVARD, AB IN HISTORY; 1943-44 YALE, 36 SEM HRS IN FE POLITICS; 1947-48 JOHNS HOPKINS, 6 SEM HRS GOVT; 1950 U OF PENN, MA IN LANGUAGE PROFICIENCY: JAPANESE-LIMITED; GERMAN-LIMITED HISTORY ASSESSED: TYPE OF POSITION: RESULTS: EXPERIENCE PRICE TO CIA (excluding SSU-OSS):
1943-46 JABANESE LANGUAGE SPECIALIST, US ARMY
1946-51 ASST PROFESSOR OF HISTORY, DICKINSON COLLEGE RECOMMENDED IN CONCURRENCES:

RECOMMENDATION OF CAREER SERVICE BOARD:

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## DD/P PERSONNEL DATA SHEET

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AND DUTIES: AF	HINGTON, D.C REA OPS OFF D.BR CH)	DD/P UNIT: FE REASSIGNMENT		CARRER GNATION:	<b>D</b> P	
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SEMINAR, F&S	BRIEFING,	BOC, CFO, OC,	PROPOSED T	o slot	BF-3369 GS-14	<b>)</b>
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8-2-C-R-E-T

#### This Hotice Expires 3 October 1957

CSN NO. 1-138

CLANDESTINE SERVICES NOTICE NO. 1-138

ORGANIZATION
3 September 1957

PERSONNEL ANNOUNCEMENT

PE DIVISION

Announcement is made of the appointment, effective

3 September 1957, of as Chief, FE/5, vice

, Acting Chief. has resumed his position of Deputy Chief, FE/5.

PRANK G. WISNER
Deputy Director (Plans)

Edeased by: Richard Helms Chief of Operations

JE 3 12 48 11 27

WALLE HAW

8-E-C-R-Z-1

#### L-e-c-a-e-t

## This Notice Expires 9 September 1957

CSN NO. 1-131

CLANDESTINE SERVICES NOTICE NO. 1-131

ORGANIZATION 7 August 1957

### PERSONNEL AUBOUNCEMENT

## PB DIVISION

· .	Announcement	1e made	of the	designation	, effec	tive 5 A	ugust 1957,
of				Chief, PE/5			
ros	seigned.					L	i. 1.

FRANK O. WISNER Deputy Director (Plans)

Rolessed by: Richard Helms Chief of Operations

S-8-C-R-S-9

FE/PT

S-R-C-R-T Tain Briden expires 15 Key 1957 ACMINIMET TO FR MITTER ED. 1-46

> ORGANIZATION 20 March 1957

PAR RAST DIVISION NOTICE

SUBJECT: Personnel Assignment

The designation of as Acting Deputy Chief,

PE/5 1s effective 1 April 1957.

ALTRED C. ULER, CR. Chize, Par East Livision

Distribution:
PR Starte and Branches
SSA/DES

3-8-0-R-5-T

#### This Botice expires 15 May 1957

PR BUTTUR PO.1-46

CREATEDATION 20 Househ 1957

PAR BASE DIVISION BOTICE

SUBJECT: Personnel Assignment

Deputy Chief, FE/5, vice Mr. reassigned.

ALFAED C. ULMAR, SR.// Chief, Far East Division

Distribution:
FE Stairs and Branches
SEA/INS
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6-R-C-R-E-T

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Security Information

PP Carear Service Officer 1 Sept 1953 Chief, PE Transfer of 1. Request for transfer of subject from the FE Division PP Staff T/O to the T/O of FE Branch 5 in order that he may be assigned as Senior PP Officer was made 17 August 1953. The Branch was notified that no action would be taken until indication was given regarding Subject's fulfillment of training requirements. 2. Subject has satisfied Phase I by virtue of his 2 years! experience. He will undertake to complete his training beginning 5 October 1953 on which date he has been enrolled in the Phase II Course. GEORGE E. AURELL FE-5/ Distribution: 2 - P? Career Serv. Officer 2 - F3/5 Request for reassignment approval was received by PF/CSO on 24 August 1953. FE Division was notified of training requiremonts on 25 August 1953. This nemorandum was received on 3 September and forwarded to EDC on a September 1953.

Security information

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File No. K-1480 21 July 1960

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MEMORANDUM FOR:	Chief, Records and Office of Personne	d Services	Division	
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EFFECTIVE DATE UF PAY ACJUSTMENT: 0.7 JANUARY 1973

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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENTE 9 JANUARY 1972

NAME	SERIAL D	GN. FUNDS GRES	TEP	NEW SALARY
	.5	620 CF G5 16	• 7	\$26,392

"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-656 AND EXECUTIVE ORDER 11576 PURSHANT TO AUTHORITY OF DOL AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AMD A DOL DIRECTIVE DATED B UCLOBER 1962"

EFFECTIVE DATE OF PAY AUJUSTMENT: 10 JANUARY 1971

NAME	SFRIAL	្នា <b>ំ</b> អ	. FUHDS	GF-STEP	SALARY
		51 5.	20 ÇF	G5 14 7	\$24,979

HPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 91-231 AND EXECUTIVE ORDER 11524 PURSUANT TO AUTHORITY OF SCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTOBER 1962#

EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

NAME	SERIAL	ORGN. FUNDS GRESTEP	NEW SALARY
		51-620 CF GS 16 7	\$23,573

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EFFECTIVE DATE OF PAY ADJUSTMENT: 19 JULY 1959

HAME SERIAL GROW. FUNDS GR-STEP NEW SALARY 151 620 CF GS 14 6 \$21,621

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MPAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-236 AND EXECUTIVE DROER 11413 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962\*

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

NAME	SERIAL DRON. FU	NCS GR-STEP	SALLRY	27.75A
	51 150	/ GS 14 5	\$19,481	\$19,771

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PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949.

AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENTS 8 OCTOBER 1967

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EFFECTIVE DATE OF PAY ADJUSTMENTS 3 JULY 1966

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Cool Compo Havel or INCO HOW 51 720 OLD SALABT BATE CF PIEW TALABE WATE TYPE ACTION \$16.204 PSI 131 # A Bond 12/22/03 GS 14 \$16, 712 \$200 12 9 12/19/05 NO EXCESS LWOP IN PAY STATUS AT END OF WAITING PERIOD LWOP STATUS AT END OF WAITING PERIOD CLERKS INITIAL'S AUDITED BY OF AN ACCEPTABLE LEVEL OF COMPETENCE SIGNATURE: DATE PAY CHANGE NOTIFICATION 65 SOCE MID 365

PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949.

EFFECTIVE DATE OF PAY ADJUSTMENTS TO OCTOBER 1965

SERIAL DRGN. FUNDS GRASTEP OLD NEW SALARY \$10,204

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ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

## GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

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GRADE		Per A	nnum	Rate.	s and	Steps	<del></del>		
GAADE	1   2	3	4	5	6	7	8	9	10
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GS- 6	5,505 5,690				6,430	6.615	6,800	6,985	7,170
GS-7	6,050 6,250						7,450	7,650	7.850
GS- 8	6,630 6,850				7,730		8,170	8,390	8.610
GS-9	7,220 7,465				8,445		8,935		9.425
GS-10	7,900 8.170	8.440	8,710	8,980		9,520	9 700	10,060	
GS-11	8,650 8,945				10.125	10,420	10 715	11 010	11 205
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IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87\*793 AND DCT MEMORANDUM DATED 1 AUGUST 1986; SALARY IS ADJUSTED AS FOLLOWS.

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IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW B7 = 799 AND DCT MEMORANDUM DATED 1 AUGUST 1984 . SALARY IS ADJUSTED AS FOLLOWS: EFFECTIVE 14 OCTOBER 1962

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Complete President Statement Comments

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IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED

1 AUGUST 1986, SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

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/5/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

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GENERAL SCHEDULE SALARY INCREASE RETROACTIVELY EFFECTIVE 12 JANUARY 1958 AUTHORIZED BY P. L. 85 - 462 AND DCI DIRECTIVE. SALARY AS OF 15 JUNE 1958 ADJUSTED AS FOLLOWS

NAME GRADE-STEP SERIAL OLD SALARY NEW SALARY GS-13-2 \$ 9,205

GORDON M. STEWART /S/ DIRECTOR OF PERSONNEL

SECRET

SECRET NOTIFICATION OF PERSONNEL ACTION DMG 7 FEB:58 1. Serial Na. 2. Name (Last-First-Middle) 3. Date Of Birth 4. Vet. Prof. 6. 3-100 None-0 Code 5 Pt-1 10 Pt-2 1 Mo. Da. Ye. Mo. | Da. 09 17 51 8. CSC Retmt. 19. CSC Or Other Legal Authority SCD Allidav: 11. Fl.GLI 12. TCD 13. 60000 160 Mo. Da. Yř. Yes - 1 No - 9 Code Yes . 1 | Code No . 2 | 2 Mo. 100. Yos. 1 Code Ma. De 10 03 50 USCA 403 PREVIOUS ASSIGNMENT 14. Organizational Designations 15. Location Of Official Station Station Code DOP FE BR 5 OFFICE OF THE CHIEF

16. Decc - Field 17. Position Title 5121 WASH. D. C. 75013 18. Position pro 19. Serv. 20. Occup. Series Dopt - 1 USfid - 3 Code UStid - 3 2 AREA OPS OF D BR CH 21. Grade a Step 22. Salary Or Rato 23. SD **IGS** 0136.01 Mo. Da. YA Mo. Do. Yr. propriation Number 10 109 155 110 105 158 3700.20 **ACTION** 27. Natura Of Action 98. Eff. Date Code 189. Typo ON mployed Code 30. Separation Data Yr. Mo. Day REASSIGNMENT TRA TRANSFER TO 05 02.1 09 | 58 | REGULAR 01 PRESENT ASSIGNMENT 31. Criganizational Resignations 39. Location Of Official Statio Station Code COP FE BRANCH 3 PP SECTION 57557 Ozup. Sala 33. Doot - Field 34. Position Tilla Position No 36. Sarv. Dorst - 1 | Cods US/Id - 3 Fron - 5 | 5 Fron - 5 | 5 | CPS OFF | PP 38. Grade & See | 39. Salary Or Rate 165 | 71. Appropriation Number 0135.31 11. Date C/Grade | 49/13/ Due | | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation N. Na. Du. Yr. | 43. Appropriation 30 150 44. Semarks SUBJECT TO APPROVED HEDICAL CLEARANCE PRIOR TO BEHIG SENT OVERSEAS. FOSIDD BAR 17 11500 /14/5) SECRET (4)

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RETURN SEPTIL COMMISSION

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# CENTRAL INTELLIGENCE AGENC.

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#### ENTRAL INTELLIGENCE AGENC

#### NOTIFICATION OF PERSONNEL ACTION L DATE OF BIRTH 1. JOURNAL OR ACTION NO. 4. DATE 1. NAME (MR. -BUIS--MIS -- ONE GIVEN HAME, UGITAL(S), AND BURNAME) 16 Apr. 53 This is to notify you of the following action affecting your employment: 7. CIVIL BERVICE OH OTHER LEGAL AUTHORITY & EFFECTIVE DATE S. NATURE OF ACTION (USE STANDARS TERMINOLOGY) ScheduloA-6.116(b) 26 Apr. 53 Promotion Date 197-93 perations Officer (FV) EF-93-11 & POSITION TITLE B. SERVICE, SERIES. GRADE, BALARY 05-132-12 \$7040.00 per comm \$5940.00 per amaua 60-135-17 Same DOP/PB Samo political and Psychological Wargare IO. ORGANIZATIONAL DESIGNATIONS Political and Psychological Warfare Same Section .... II. HEADQUARTERS **පියක** leshington, D.C. DEPARTMENTAL nab R DEPARTMENTAL 12. FIELD OR DEPT'L ritto 14. POSITION CLASSIFICATION ACTION 13. VETERAN'S PREFERENCE NEW YICE LA PITAL 10-POINT DISAB OTHE K 19. DATE OF APPOINTMENT APPENDATES (ACCESSIONS ONLY) 20 LEGAL RESIDENCE E CLAIMED PROVED 19. 10. SEX RACE 17. APPROPRIATION . 3700-20 sidenna. M. SEMANS. This action is subject to all applicable laws, rules, and regulations and may be subject to investigation and approval by the United States Civil Service Commission. The action may be corrected or canceled if not in accordance with all requirements.

ENTRANCE PERFORMANCE BATTING

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#### CENTRAL INTELLIGENCE AGENCY

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SECTION C

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Chief of Station

9 Feb 1972

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SECTION C

#### NARRATIVE COMMENTS

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SECTION C		
	NARRATIVE COMMENTS	
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poth Headquarters	Ile was commended for this work of and Station management.	٠.
instrumental in do has quickly moved	voloping disseminable information in this manner. He to replace assets which were terminated and by his	
Subject enjoys m	in the void in a minimum amount of time. neeting people and conducting operations. In the	
due to administrat	forced to spend more time in managing his section tive changes now taking place in the Station.  Lons well and can be depended upon to fulfill all his	g
obligations on sch	dedule. He has an excellent command of the Spanish definitely cost conscious in the projects which he	
handles.		- 1
	is that Subject was one of the first officers to	
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	ely and in so doing once more indicated his desire	
responded immediat	ely and in so doing once more indicated his desire	
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SECTION C

NARRATIVE COMMESTS

Continued

to operate in a manner which best suited Station's objectives.

COMMENTS OF REVIEWING OFFICIAL

Continued

part to his considerable montal agility and imaginativeness, and as such could hardly be called a weakness.

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	his imaginative and disciplined					
mind comes rort	u with many operational concents and decay mamman. /					
I ALUM SAMULU. UU	LLU FOIILING MATTURE TO COMPILIONANT and and and analysis					
mind comes forth with many operational concepts and ideas ranging from simple, quite routine matters to complicated and carefully shaded activities. It is to be expected that within this enthusiastic outpouring, practical details of implementation are sometimes buried. In these instances, quickly trims his sails and comes forth with the needed realistic approach. In short, he is a fine operations officer, more competent and at ease in real as against planning or policy situations.						
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officer, more co	omnetent and at once in real research a fine operation					
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$\vdash$	The resonance	which these new courses has evoked conf	irms the soundness of
_	creative	e efforts in completely revamping Covert.	Action training in the
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ລກເ		has done his job with distinction and	with credit to himself
in	rotational tours	e. His assignment to OTR is a first-rate	example of quality
mi	esion Tthink it ale	At the same time he has given a good deal	to the training
e si	osere to discipling	so fair to say he has gained professionally	from the rather wide
···,	socore to etacipitile	es other than CA which he has handled extr	remely well.
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Mirror Parker	hopen-da-una-una-una-una-una-una-una-una-una-un	Chief, Operations School/OTR	

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SECTION C - NARRATIVE COMMENTS,	(cont.)
Agency. In design and content the new courses imagination, and realism a combination of traencountered.	
As a corollary to the main duties cited about successfully run, in conjunction with FE Division Operations Course for military officers being as	n, a Psychological Warfare
Saigon.	
Tradecraft Advisor and Coordinator for the Open	assume responsibility as ations Support Course, a
critical block of instruction	
speaking, this teaching and coordination task was normal purview and main area of expertise, he a responsibility with exemplary willingness, and the	ccepted this additional
it smoothly, energetically, and effectively. In a extensive live problem, the Tradecraft Advisor retations by a number of instructors result in a bal of all operational subjects in the course. This e	ddition to managing an nust ensure that presen- anced and coherent coverage
efforts of several senior and experienced instruction aegis of the course's Chief Instructor, and, thus finesse and tact. has not only fulfilled.	tors, all under the nominal, demands a great deal of deal of this difficult role in a
highly efficient manner but has also drawn on his for pertinent and meaningful contributions to the	course.
occasionally handles Branch-wie and in my absence functions as Acting Chief, Hea Branch, to my complete satisfaction. At such time	dquarters Training nes he has exercised
supervisory responsibilities well. He is cost con use of personnel, space, equipment, and funds.	nscious and makes affective.

#### Time?

In summary, is a mature and responsible officer, keeps things nicely in perspective, and has a good sense of priorities. In tackling problems he strives to make molehills out of mountains, which is a refreshing change; in short, a dedicated and intelligent officer and, withal, unfailingly cordial and cooperative.

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Since his ass	ignment to Headquarters Training Branch of the Operations	,
School,	has been principally engaged in a thorough study and review	•
of all courses in	Covert Action previously given in OTR, "This has been a long	
, and complicated j	ob, the difficulty of which has been compounded by the necessity	, ,
at least in part th	rough public events, to plan and project a total revision of	•
instruction in the	CA field. As a result, has not yet had the opportuni	tv
to teach. This wi	ll come shortly, however, when a new course begins on 8 May.	•
The "Strong" ratio	ng given him here is based on the excellent work and thoroughly	
professional appro	oach he has taken in all of the preparatory work he has under-	
taken. He has bee	en eminently successful in establishing useful new relationships	
and in maintaining	his old contacts in the Clandestine Services for the purpose of	. :
laying a solid grou	indwork for high quality training. In addition to his responsi-	
bilities in OTR he	has been regularly consulted in a survey of	-, -
one of its activitie	s. This is fine testimony for the regard in which he is held-	:
outside the confine	s of his present job. The prognosis for a very effective	Ì
performance in all	of his teaching assignments is excellent. He has no super-	
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P - Proficient	Performance is more than satisfactor	ry. Desired re	sults are being pr	oduced in a p	roficient manner,	. !
S · Strong	Portormance is characterized by axc	aptional profi	clancy.			
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	OVERALL PERFO			ITION		
leules limitations	verything about the employee which In c. duties, productivity, conduct on in s.cr talents. Based on your knowled; a rating bas curresponding to the stat	ob, connergiiy	erices, perfinant p	ersonal trait	s or habits, and	CETTER

SECTION C	NARRATIVE COMMEN	175	***************************************
Indicate significant strengths or	weakingsees demonstrated in current position	s keeping in proper perspective their relational	hin to
I or a to the best demanded. State a subject	"\$11278 /7/108 for improvement of work seriors.	amon Circa that the state of the state	
1 A ALELGIA IONGO GODE COMPRINESS	. If foliation los custons position. Amelia, adid	L-21-1	
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Section C, offach a separate she	TYVIPMENT WITTINGS, MUST DE COMMENTAL DA .	if applicable. If extra space is needed to com	ple to
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I amend officer	a pullou of la months.	This rondiante haine cub-	m 1 #
ted because of th	e transfer of the employe	e For the last 6 works	T. C.
of the period cov	ered by this report Subje	M/was under the direct	
supervision of th	e COS because of the abse	1	
rating officer	Any differences of order	of the with respect to the call	nis
of Subject a part	ormance during the last -	ix weeks will be reflected	iber
in the routeman	officer's comments.	ix weeks will be reflected	đ
Duning this	orice a comments.		
During this	period, as in the precedi	ng period, Subject carried	d
forman of his as	signed duties and respons	ibilities in a highly pro-	-
ressional and tho	roughly competent manner.	He continued to show a	
good deal or init	iative and imagination		
on day to	day matters. He demons	trated a keen sense of the	,
internal politica	l situation and he made ma	aximum use of his contacts	1
to efficit a large	amount of disseminable in	iformation. Subject took	
over.	during th	is period and he was ablo	
pecuase of pre dec	p knowledge and understar	iding of the operational	
techniques employe	ed to imp	prove on the quality of th	e
product.	Subject is an able and fu	illy qualified officer who	 ,
acdarred a good de	al of expertise about loc	cal operating conditions	
and then proceeded	to apply his specialized	knowledge and past exper	_
tence	lle has a	great capacity for creat	300
SECTION D	CERTIFICATION AND COMM		
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#### SECTION C (CONTINUED)

thinking; he is perceptive and resourceful. He requires a minimum of guidance and direction. Subject showed some definite improvement with respect to cost consciousness and it is noteworthy that it did not adversely affect his enthusiasm. His operational and positive reports continue to be clear, concise and well written.

Summed up, Subject is a highly regarded professional officer who made a most worthwhile contribution to the oversil mission.

SRICRAT

### S-E-C-R-E-T (when filled in)

MEMORANDUM FOR	: Chief, Transaction	ns & Records Bran	ch/OP	
FROM:	Chief, External Tr			
SUBJECT:	Completion of Exte	ernal Training	2708.00	
This is to request # R-18	advise you that 762 attended		<u></u>	training
COURSE:	NATIONAL INTERDEF	ARTMENTAL SEMINA	R	
INSTITUTION:	DEPARTMENT OF STA	TR		
DATE:	21 NOVEMBER - 16	DECEMBER 1966		
GRADE:	Successful Comple			
FOR THE DIF	RECTOR OF TRAINING:	· ·		
4.				
Attachments:				
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8-E-C-R-E-T (when filled in)



Department of State . Department of Desense . Agency for International Development • U.S. Information Agency

## NATIONAL INTERDEPARTMENTAL SEMINAR

This is to certify that

has successfully completed the seminar on

### PROBLEMS OF DEVELOPMENT AND INTERNAL DEFENSE

at the Foreign Service Institute, Washington, D.C.

W TRUE COPY OF SIGNED ORGINAL December 16, 1966

Seminar Coordinator

40. 1. College Director of FSI

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performance during the rating paried.

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SECTION C	NARRATIVE COMM		
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3.		BY REVIEWING OFF	ICIAL	
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ł	lis work	was justified in	his last report because of the	1
-	exceptional job he	had done in developing	ng this relationship While	- 1
ľ	le has continued t	o maintain it at a his	gh level, there is some question	,
1	n my mind whether	a rating of "outstand	ding" is still justified. He	`
1	s definitely a st	rong and active office	er, handling a heavy load of	
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#### SECTION C (Continued)

and direction but is quick to disagree if such be the case. However, he can be counted upon to implement fully a decision once one has been reached.

## SECTION D.3. (Continued)

in his written work, more so than in his oral presentations which tend to be somewhat rambling. He is a cheerful and outgoing person who has learned Spanish exceptionally rapidly and well. He has developed a good understanding of, and rapport with, his contacts

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SECTION C	(Aben Filled	
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applicable.	resonnel action. Manner of performance of	position keeping in proper perspective their relationship to performance. Give recommendations for training. Comme lify or asplain ratings given in Section B to provide best of managerial or supervisory duties must be described, if
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May 1964	Chief of State	/s/
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Continuation of Section C, Fitness Report, attachment
22 May 1964

Subject's rapport

appears to be excellent, which is doubtless
an important element in his continuing success with his
projects. Subject is responsive to guidance and
direction and when after full discussion a course of
action is agreed upon, he can be counted upon to take
action within the agreed limits.

FITNESS REPORT  GENERAL  OPPICIAL POSITION TITLE  OPS OFFICER  CABEER   TEMPORARY   INITIAL   REASSIGNMENT SUPERN  CAREER-PROVISIONAL (See instructions - Section C)   X ANNUAL   REASSIGNMENT SUPERN  CAREER-PROVISIONAL (See instructions - Section C)   X ANNUAL   REASSIGNMENT SUPERN  CAREER-PROVISIONAL (See instructions - Section C)   X ANNUAL   REASSIGNMENT SUPERN  CAPEER   TEMPORARY   INITIAL   REASSIGNMENT SUPERN  CAREER-PROVISIONAL (See instructions - Section C)   X ANNUAL   REASSIGNMENT SUPERN  CAPEER   TEMPORARY   INITIAL   REASSIGNMENT SUPERN  CAPEER   TEMPORARY   TE			<u></u>			<i>(</i> B	350				î	• •			9 P
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Continuation of Section C, Fitness Report, attachment

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Subject is responsive to guidance and direction. He reports fully and within time limits. Subject's rapport with those with whom he is in professional contact appears excellent.

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#### THAIRING EVALUATION

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- Course Objectives: to familiarize the athemat with the various types of ON operations and with methods and procedures peculiar to CE in the field and at knadquarters, to carling CE objectives, and to increase proficeess in the recognition and exploracion of loads.
- 11. Course Conventoriation: The Confidence of the prosential by weaks duration. The conviculor metarial is presented by weaks of locations, and directed reading. It is divided total sections as follows:
  - A. Introduction (definition of torms, the di Staff, operations) security and risk assessment, sources of CE leads, GL reporting and records, decumentation)
  - U. Thterrogation
  - C. Foreign Intelligence Services (with explasts on correctly bostile services)
  - D. Femetration and Defection
  - E. Houble Agent Operations

During the course each design to require to provide unally a (Scase eat to exist) a unliter variety of the case. Designations are based by problems, in written exercises registers analyses of analyses race counter, the case analysis presented by the distance, her on objective texts.

### III. Evaluations: (This student's performance indicated by asteriak.)

- A. Two double agent problems and one walk-in problem requiring case analysis. This & alysis involves thorough study of the case:
  - 1. To determine areas of missing, inadequate, or questionable information.
    2. To pick out information which can be checked through other sources.

  - 3. To receive to all possible lerds.
    4. To assess the rick involved.

  - 5. To propose appropriate action (operational decisions).

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Ratings in this class		6	8 ø			1
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Four written exercises requiring analysis of assigned CE case studies.

		Foil	Poor	Batis	T Exc	Sup	Incomplete
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C. Case Analysis (Student Presentation.)

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D. Objective tests based on all sections of the course.

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I CAN READ TEXTS OF ANY DIFFIC	ULTY, OF A GENERAL NATU	RE OR IN FIELD	S   AM FA	MILIAR WITH, US	ING THE	DICTIONARY
2. I CAN READ TEXTS OF MOST GRADE	S OF DIFFICULTY, OF A G	INERAL NATURE	OP IN FIE	LOS I AM FAMILI	AR WITH.	USING THE
3. I CAN READ TEXTS OF AVERAGE DE	FFICULTY (newspapers, re	ference peter	ials: eic	.). USING THE D	CTIONAR	· · · · · · · · · · · · · · · · · · ·
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5) I CANNOT WRITE IN THE LANGUAGE.			^. ·		;	
CTION C.	Pronunciátio	n (42)				
1. MY PROMUNCIATION IS NATIVE.						
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SECRET 26. CAN THINA CH HIS FEET. 17. COMES UP SITH SOLUTIONS TO PROBLEMS. 28. STIMULATING TO ASSOCIATES, A ... SPARK PLUG". 29. TOUGH MINDED. 10. OBSERVANT 31. CAPABLE. 32. CLEAR THINKING. 39. COMPLETES ASSIGNMENTS BITHIN ALLOWABLE TIME LIMITS. 34. EVALUATES SELF REALISTICALLY. 35. WELL INFORMED ABOUT CURRENT 36. DELIBERATE. 37. EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES. 38. IMPLEMENTS DECISIONS REGARD. LESS OF OWN FEELINGS. 39. THOUGHTFUL OF OTHERS. 40. WORKS WELL UNDER PRESSURE. 41 DISPLAYS JUDGENENT. 42. GIVES CREDIT WHERE CREDIT IS 44. IS SECURITY CONSCIOUS. 45. VERSATICE. 46: HIS CRITICISM IS CONSTRUCTIVE. 47. ABLE TO INFLUENCE OFHERS. 48. FACILITATES SUGGIN OPERATION OF HIS OFFICE. 49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION. \$9. A GOOD SUPERVISOR. SECTION V A. WHAT ARE HIS QUESTANDING STRENGTHES Surject has demonstrated to a high dispire the resummentumes, initiative, deplementie whill and simaginitain this got required. 8. WHAT ARE HIS OUTSTANDING BEACHESTES! He really has none but his talketienes, which is mady enthansing in the last many purple to believe he talks too much on a plane for from printling.

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C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OF	R PLANESS CULTES CALL CONTRACTOR
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E. BHAT TRAINING DO YOU RECOUNERD FOR THIS INDIVIDUAL	)
none a Cheriena	
!	the field is what is needed :
tenors has at ladicate here general traits, spec	ific habits or characteristics not covered eleathers in the
report but which have a bearing on effective utili	sation of this paragraphy
none.	
\$6	CTION
Road all descriptions by	CTION VI
A. Dispersons Place " X	in the most appropriate box under subsections A.B.C.aD
A. DIRECTIONS: Consider only the skill with which the	C. DIRECTIONS, G
person has performed the duties of his job and rate	C. DIRECTIONS: Based upon what he has said, his actions, and any other indications, dire your opinion of this
	person's attitude toward the organization,
1. DOES NOT PERFORM DUTIES ADEQUATELY, HE IS	
	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY
2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH HE	I " " " " " " " " " " " " " " " " " " "
OFTEN FAILS TO CARRY OUT RESPONSIBILITIES	2. HAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZA- TION IRRED BY RESTRICTIONS REGARDS AGENCY.
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4. PERFORMS DUTIES IN A TYPICALLY COMPATENT.	3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD
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,	ANY PLACE BUT IN THE ORGANIZATION.
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PIRECTIONS: Considering others of this person's grade	A CONTRACTOR OF THE PROPERTY O
and type of assignment, how would you rate him on	D. DIRECTIONS: Convider exerthing you know about this
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ties normally indicated by promotion.	renduct on the job, personal characteristica or
	habita, and apocial defects or talents.
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3. 13 MATTING PROCESSES	1. DEPINITELY UNSUITABLE . HE SHOULD BE SEPARATED.
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	PERSONNEL E	EVALUATION	REPORT	
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# SECRET SECURITY INFORMATION

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## SECRET SECURITY INFORMATION

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## SECRET SECURITY INFORMATION

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Security Information

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A combination of lectures, seminars, and written assignments is utilized, and the evaluation is based on the observation of the instructional staff. The supervisor is cautioned that this evaluation should be considered subjective in mature and applies only to the two weeks period of the course. In these cases where no comment is given for one phase or nativity, it does not imply that the student is deficient but only that the instructors do not idea that they have sufficient basis upon which to place a meaningful evaluation.

1. Student Performance in the Classroom:

Nature comprehension of the World Communist Movement and the varied aspects of its theory and practice. A developed feeling for current relationships between "national" Communist Parties' practices and the World Communist Movement; including its organization, strategy, tactics, and operations.

Superior comprehension - in his area of easignment he was sapecially effective in his group of CP operations and tactice.

Willingness to Share Oun Experiences or Thinking

Freely expressed ideas when appropriate to the subject.

3. Easy of assignation in the group - pleasant, con enative relationship Pleasant but reserved.

# Security Information

4. Cooperation with the staff in presenting pertinent suggestions as to future material for the course with the purpose of the improvement of sums:

Appreciative of the course; suggested valuable background material for incorporation in certain subjects.

5. Efficient use of study periods and after hours to read materials contained in student folders, including materials assigned for home study with the resulting reflection in class participation:

Used all available time and materials for study during and after class.

6. Class attendance and compliance with training and security regulations:

Punctual and security conscious.

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Instructors' over-all comment where appropriate.

Siele J. Vesele

Date 22 December 1953

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### ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE

FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

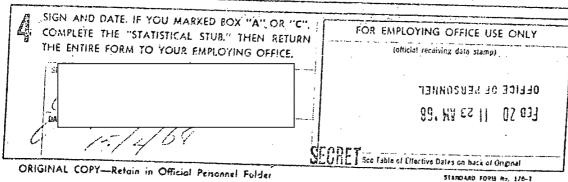
IMPORTANT AGENCY INSTRUCTIONS ON BACK OF ORIGINAL

### TO COMPLETE THIS FORM-

### FOLLOW THESE GENERAL INSTRUCTIONS:

- . Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

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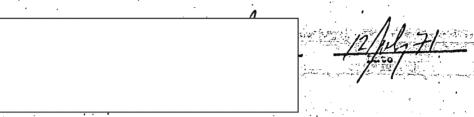


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### MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Kandbook 20-4, Employee Conduct, dated 9 July 1970, and the information brochure for PCS returneds, dated May 1964.



CONFIDENTIAL (When Filled In)

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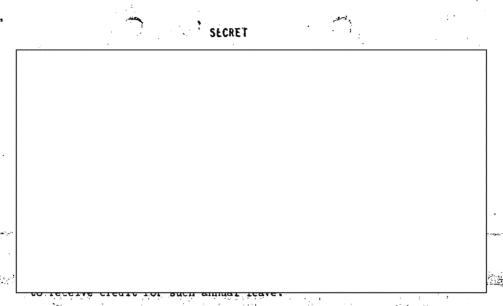
Supplement to Staff Employee Personnel
Action for Integration of
Effective 21 Hay 1969
See Prog A 707
The purpose of this memorandum is to set forth existing policies of
concern to you while integrated and to reiterate certain rights and obligations which derive from your true status as an appointed employee. It i hereby agreed and understood that:
In Angan employee of this organization at the present and and and
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are the rules, regulations, practices and policies of your cover fratlite.
in order to appear as a conventional member of that establishment Voice
2. It is understood and agreed that the minimum period of your over-
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that are considered by this organization to be beyond your control or if you are terminated for cause upler the regulations of this organization
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nd that of your dependents, from the continental United States to such verseas post of duty.
3. Travel to your post of duty overseas and your return travel to the
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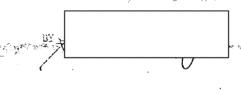
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6. You will be required to keep forever secret this agreement and all information which you may obtain by reason hereof, unless you are released in writing by this organization from this obligation. Violation of such secrecy may subject you to criminal prosecution under the espionage laws, as amended, and other applicable laws and regulations. The termination of your employment with this organization will not release you from the obligations of any security oath you may be required to take.

UNITED STATES GOVERNMENT



ACCEPTED:	 	
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CONFIDENTIAL (When filled in)

### IMPORTANT

Central Processing Branch has been charged with responsibility
for ensuring that all employees processing PCS to the field have
reviewed the field version of the Employee Conduct Handbook. You
will not be checked out for your proposed travel until you sign the
following statement and return it to CFB. Your Personnel Officer
can provide you with a copy of the Handbook.

# MEMORANDUM OF UNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Field Huntbook 20-4, Employee Conduct, dated 20 October

13/1/20/169 Page

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SECRET REPORT OF SERVICE ABROAD FILE PUNCHED Office of Personnel, Transactions and Records Branch, Status Section BY ( LAST MIDDLE INSTRUCTIONS USE APPROPRIATE SPACE OFLOW TO REPURE DATA FOR THINKE FLOW IDT. INSLET APPROPRIATE COUNTY OF DESIGNATE WHETHER SUBMISSION IS OF DASIC DATA, CORECTION, OR CANCELLATION (One only).
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	CT. TO INDICATE COMPLETION OF ABOVE PORTION OF THIS FORM.
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SECRET Amill, Joneph There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent') for an illness, injury, or death incurred on Manual This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File. SATE OF MOTICE 2341 NOTICE OF OFFICIAL DISABILITY CLAIM FILE

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#### CONFIDENTIAL

8 January 1962

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1. It gives me a great deal of personal pleasure to commend you on the high degree of competence and devotion to duty you displayed in connection with

Ism you demonstrated in planning for and during the President's visit contributed to the outstanding success of his trip.

2. A copy of this memorandum is being made a matter of record in your personnel file.

RICHARD M. BISSEIM, JR. P Deputy Director (Plans)

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Secret

COMMENDATION

3. It is requested that this commendation be made a part of his personnel record.

Signed by:

7 May 1959

Secret

# TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

- 1. In accordance with the policy of the Central Intelligence

  Agency, I agree to serve outside the continental United States a minimum tour of 24 months from the date of my arrival at my permanent post of duty, unless said tour is sooner terminated by the Government for its convenience, or it is terminated by the Agency for circumstances that are considered by it to be beyond my control.
- 2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.
- 3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

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# CENTRAL INTELLIGENCE AGENCY WASHINGTON 28. D. C.

#### OFFICE OF THE DIRECTOR

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MEMORANDUM FOR:	
SUBJECT:	Notification of Membership in the Career Staff
in the Career Staff has a	Director of Central Intelligence, it gives you that your application for membership been accepted by the CIA Selection Board. ur membership is 17 September 1954.
signing in the space prov	that you have received this notification by vided below and return it to the Head of your I forward it to the Executive Director of the
in this manner. The app has been endorsed on beh the Executive Director of permanent Official Perso	embership in the Career Staff is classified sary that this notification be conveyed to you elication for membership which you signed half of the Director of Central Intelligence by the CIA Selection Board and placed in your onnel Folder.  **CENTRAL INTELLIGENCE**
	Chairman, CIA Selection Board
Noted:	Careor Service Staff
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SECURITY INFORMATION

27 May 1952

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TO:

All C. I. A. Personnel

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FROM:

Personnel Director

CULLICATIONS

SUBJECT:

PERSONNEL QUALIFICATION QUESTIONNAIRE

1. The Agency is currently revising the system for machine coding employee qualifications, thereby permitting more complete and accurate data on all personnel. The new system will aid in implementing Agency policies on promotion from within by facilitating the selection of personnel with desired education and experience for vacancies which may occur. It is also expected that the new system will provide readily accessible statistics for planning and management purposes.

- 2. The attached questionnaire is designed to cover adequately those factors in which the Agency is interested. Although the information is, in a large measure, already reflected in previous forms submitted by you, it is felt that your time within the organization may enable you to emphasize those qualifications pertinent to its needs. The questionnaire also serves to bring your education and qualifications record up to date.
- 3. Your cooperation is requested in completing the questionnaire as thoroughly and accurately as possible and returning it to your Administrative Officer within the time allotted.

Personnel Director

SECRET Security Information

FORM 50. 97-152 HAY 1932 97-152 14-158

# SECRET Security Information

#### PERSONNEL QUALIFICATION QUESTIONNAIRE

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SEC. II. WORK EXPERIENCE

1. CIA Experience: State the specific nature of duties performed with CIA and CIG, starting with your present position. Take position titles from your official personnel papers, if you have personal copies. Please do not request your Official Personnel Folder. Include geographic area and subject matter dealt with, if applicable: Position Title is your classification title such as Geographer, Intelligence Officer, etc. Duty Title indicates your organization position such as - Section Chief, Branch Chief, Administrative Assistant, etc. and is to be filled in only if different to the Position Title. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to adequately describe your duties.

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SEC. II.

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II. WORK EXPERIENCE (CONT'D.)

Other than CIA: (Describe work experience for the last 15 years in sufficient detail to permit specific coding of your qualifications. Include military work experience. List last position first.)

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SEC. II. WORK EXPERIENCE (CONT			•							
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SEC. III. FOREIGN LANGUAGES			· · · · · ·			i wiii C	atio	is CO	111i11.	
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SECRET Security Information

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#### SEC. IV. AREA KNOWLEDGE

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

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. Specialized Knowledge of Area
List specialized knowledge of foreign country such as knowledge of terrain,
coasts and harbors, utilities, railroads, industries, political parties, etc.,
gained as a result of study or work assignment. Include name of employer

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SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

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SECRET
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SEC. XIV, MILITARY STATUS		
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### DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Answer all questions. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersonation is a criminal offense and will be presented accordingly.

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THE PERSON

FORK NO. 37-115 MAY 1950

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Medical Division

FRCH:

Transactions & Mesords

SHEJECT:

Request that above named subject be given a physical examination.

POSITION:

Intelligence Officer

GRAD7:

BRANCH :

SERVICE:

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NATUTE OF APPOINTMENT: Exc.

FC9K NC. 37-115 MAY 1950

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TERCEL REQUIREMENTS OFFICER

FC8M NO. 37-87

### CONFIDENTIAL

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7. OFFICIAL POSITION TITLE Ops Officer	B. OFF/DIV/BR OF ASSIGNMENT O CHOSENT STATION	
10. TYPE OF APPOINTMENT	11, TYPE OF PEPORT	
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## QUALIFICATIONS UPDATE READ INSTRUCTIONS CAREFULLY BEFORE COMPLETING, TYPE OR PRINT, AVOID USING LIGHT COLORED INKS

Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your Form 444), "Qualifications Supplement to the Personal History Statement," or a previous update form. If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signed and dated form should be returned through administrative channels to the File Room, Office-of-Personnel, Room 5E-13-Headquarters, whether information is added or not.

Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on your initiative.

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27 April 1962

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FROM :	Chief: Personnel Campity Division
SUBJECT :	

Reference to make to your memorandum dated 25 April 1962

- 2. This is to advice that granted for the use of the Subject, as described in your request as set forth in paragraph 1, above.
- 3. If your office should desire at a later date to change the status or use of this individual, a request to cover any proposed change should be submitted to this office.
- 4. This clearance becomes invalid in the event the Subject's services are not utilized within six months of the date of this

. FOR THE DIRECTOR OF SIXERITY:

SECRET

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### PERSONAL HISTORY STATEMENT

- Instructions: 1. Answer all questions completely. If question is not applicable write "NA." Write "unknown" only if you do not know the answer and cannot obtain the answer from personal records. Use the blank pages at the end of this form for extra details on any question or questions for which you do not have sufficient room.
  - 2. Type, print, or write carefully; illegible or incomplete forms will not receive consideration.

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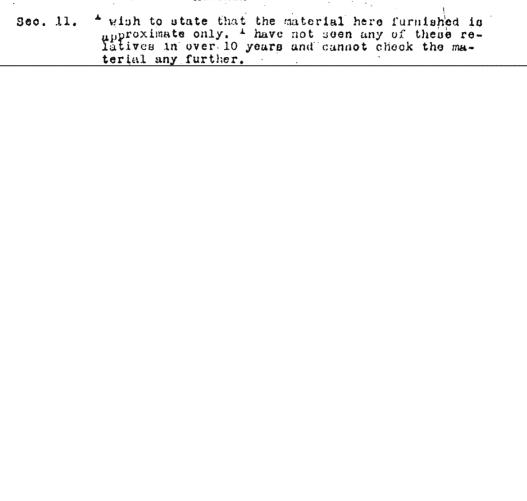
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Sec.	25. MISCELLANEOUS
	A. DO YOU ADVOCATE OR HAVE YOU EVER ADVOCATED; OR ARE YOU NOW OR HAVE YOU EVER BEEN A MEMBER OF, OR HAVE YOU SUPPORTED, ANY POLITICAL PARTY OR ORGANIZATION WHICH ADVOCATES THE OVERTHROW OF OUR CONSTITUTIONAL FORM OF GOVERNMENT IN THE UNITED STATES?
	IF "YES," EXPLAIN:
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	BL DO YOU USE, OR HAVE YOU USED, INTOXICANTS? IF SO, TO WHAT
τ	EXTENT?moderately
	C. HAVE YOU EVER BEEN ARRESTED, INDICTED OR CONVICTED FOR ANY VIOLATION OF LAW OTHER THAN A MINOR TRAFFIC VIOLATION? IF SO, STATE NAME OF COURT, CITY, STATE, COUNTRY, NATURE OF OFFENSE AND DISPOSITION OF CASE:
	no
	D. HAVE YOU EVER BEEN COURT-MARTIALED WHILE A MEMBER OF THE ARMED FORCES?
	IF ANSWER IS "YES," GIVE DETAILS BELOW:
	no
	E. LIST BELOW THE NAMES OF GOVERNMENT DEPARTMENTS, AGENCIES OR OFFICES TO WHICH YOU HAVE APPLIED FOR EMPLOYMENT SINCE 1940:
	Central Intelligency Agency
	Army Intelligence
	Chief of Eilitary History
	Historical Office, Army Chemical Center, Edgewood, Md.
	Navy Intelligence Operations Research Office
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CONFIDENTIAL

SECURITY APPROVAL

Date: 29 August 1951

To: Chief, Your Reference: Lalli3

FROM: Chief, Security Division Case Number: 56169

SUBJECT:

1. This is to advise you of security action in the subject case as indicated below:

Security approval is granted the subject person for access to classified information.

Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 10-9 which provides for a temporary appointment pending completion of full security investigation.

- The Director of Central Intelligence has granted a provisional clearance for full duty with CIA under the provisions of Paragraph H of Regulation 1C-9.
- 2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.
  - 3. Subject to to be polygraphed as part of the EOD procedures.

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FORM NO. 38-101